

## **ROY W. DETWILER, Ph.D**

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### **EXPERIENCE:**

#### **Current Southern Methodist University:**

Educator / Administrator  
Associate Vice President of Human Resources & Business Services  
Adjunct Faculty – Arbitration & Dispute Resolution

**Past**     1981-1983   Southern Methodist University: Director of Personnel  
             1979-1981   University of Georgia: Grievance Panel, Chair  
             1974-1981   University of Georgia School of Law: Director of Administration & Admissions  
             1972-1974   University of Georgia Personnel Services: Personnel Specialist  
             1968-1971   U. S. Army: Company Commander / Platoon Leader: Vietnam, Germany

#### **Labor Arbitrator / Mediator - Appointments:**

Labor Panel American Arbitration Association  
Permanent Arbitrator - U.S. Postal Workers Union, N.W. Louisiana  
Southwestern Bell & Communications Workers of America  
GTE & Communications Workers of America  
FMHA Roster of Farmer Creditors  
Better Business Bureau & General Motors Corporation  
National Mediation Board  
National Panel of Consumer Arbitrators  
EEOC Panel of Mediators  
ADR Institute of Canada  
DART – Dallas Area Rapid Transit

#### **Consultant:**

Design and implementation of ADR models for public and private sector organizations.

#### **Adjunct Faculty:**

University of Texas at Dallas, Southern Methodist University, Graduate & Undergraduate Courses; Dispute Resolution, Arbitration, Labor Relations, Human Resources, Organizational Behavior

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### **EDUCATION:**

1976     Ph.D.: Doctorate Public Administration/Labor Relations - University of Georgia  
1971     M.B.A.: Institutional Management - Michigan State University  
1968     B.B.A.: Business Systems - University of Georgia

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### **TRAINING & DEVELOPMENT:**

Union Pacific-National Mediation Board-United Transportation Union of Arbitrator's Orientation, May 2008;  
AAA Chairing an Arbitration Panel: Managing Procedures, Process & Dynamics (ACE005), 2007;  
Advanced Performance Management – Southern Methodist University: 2006  
Arbitration Ethics - AAA: September 2005  
How to Avoid Having Your Award Vacated - AAA: August 2004  
Labor Law & Labor Arbitration - Center for American & International Law: April 2004

Labor Law & Labor Arbitration - Center for American & International Law: May 2003  
Arbitration Award Safeguarding: Deciding & Writing Awards: 2003  
Neutrals Conference - AAA: January 2003  
Labor Arbitration II - AAA: January 2003  
Developments in International ADR - AAA: November 2002  
Labor Management Conference - National Academy of Arbitrators: March 2002  
Contractual Arbitration - AAA: November 2001  
AAA Arbitrator Update: 2001  
Evidence, Due Process, Remedies & External Law - National Academy of Arbitrators: March 2000  
Arbitrator Training - National Academy of Arbitrators: March 2000  
The Arbitration Process Workshop - AAA: March 2000  
Program on Negotiation - Harvard School of Law: July 1999  
EEOC Case Training - EEOC, Dallas Office: May 1998  
Texas Local Government Code Arbitration Training - AAA: August 1996  
Texas Local Government Code Arbitration Training - AAA: December 1990

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#### **ISSUES:**

Absenteeism, Affirmative Action, Americans with Disabilities Act, arbitrability, compensation, contract interpretation, decertification, discharge, drug offenses/testing (including chain of custody), fact finding, falsifying records, healthcare plans, health and safety, immoral conduct, insubordination, interest arbitration, jurisdictional disputes, layoffs, negligence, overtime, pension, promotion, seniority, sexual harassment, suspension, termination, theft/dishonesty, Title VII discrimination, union activities, unsatisfactory performance, use of internet, vacation, violence, welfare plans.

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#### **PROFESSIONAL AFFILIATIONS:**

American Arbitration Association  
ADR Institute of Canada, Inc.  
National Mediation Board  
Society of Professionals in Dispute Resolution  
Human Resource Roundtable  
College & University Personnel Association

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#### **PUBLISHED AWARDS:**

**Labor Arbitration in Government - Labor Award Reporter - Vol. 32, No. 11, November 2002:**

*Indefinite Suspension* - Just Cause - City of Ft. Worth, TX and Individual Grievant

**Labor Arbitration in Government - Labor Award Reporter - Vol. 30, No. 3, March 2000:**

*Suspension* - Just Cause - AWOL - Insubordination - City of Port Arthur, TX and International Association of Fire Fighters, Local 397

**Labor Arbitration in Government - Labor Award Reporter - Vol. 29, No. 12, December 1999:**

*Termination* - Just Cause - Off duty Misconduct - Intoxication: City of Ft. Worth, TX and Individual Grievant

**Labor Arbitration in Government - Labor Award Reporter - Vol. 25, No. 8, August 1995:**

*Termination* - Insubordination - Failure to obey orders - City of Cleburne, TX and Individual Grievant

#### **Summary of Arbitration Awards**

Available Upon Request

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#### **COMPENSATION:**

\$2,000 Per Day or Prescribed Per Diem

Cancellation fee equal to out-of-pocket expenses incurred for airfare, hotel, or other expenses prior to cancellation.